

## **Declaration on Partnership Building**

We hereby declare that we will focus on the following matters in order to build new partnerships by promoting Cooperation and our founding spirit of ‘Coexistence and Mutual Prosperity’ with our suppliers in the supply chain and businesses seeking to create value.

### **1. Coexistence and mutual prosperity throughout the supply chain, and new collaborations across all corporate sizes and affiliations**

- We will strive to work together with our business partners to realize a sustainable society that is conscious of human rights, labor standards, the environment and our other social responsibilities.
- Health management initiatives (providing knowledge in the course of health management, mutual conduct of health improvement measures, etc.)

### **2. Compliance with the “Promotion Standards”**

#### **(1) Pricing method**

- We will not demand unreasonable price reductions. With regard to setting transaction prices, at least once a year we engage subcontractors in discussions to ensure such subcontractors are paid fairly and that they strive to maintain appropriate working conditions and benefits. Before making a decision, we always ensure that appropriate action has been taken in accordance with “Guidelines on Price Negotiation for Appropriate Pass-through of Labor Costs.” In addition, should a sudden increase in raw material or energy costs occur, we will strive to pass on the entire amount in the form of appropriate cost increases.

#### **(2) Cost burdens such as mold management**

- We conduct mold transactions with consideration for basic mindsets and policies on such transactions as well as memorandums on handling molds, promote the disposal of unneeded molds, and will not request subcontractors to store the molds without compensation.

#### **(3) Terms of payment by bill, etc.**

- We will pay subcontracting fees in cash as much as practicable. Should we pay those fees by promissory notes, we will never have subcontractors pay discounts or other fees. We will also set terms of payment to be made within 60 days.

#### **(4) Intellectual property and knowhow**

- We will not urge subcontractors to enter into any one-sided non-disclosure agreement or take advantage of our trading position to demand that they disclose their know-how.

#### **(5) Consideration for work-style reforms, etc.**

- We will not require subcontractors, without proper compensation of the increased costs, to complete subcontract work within an unreasonably short term, nor will we direct sudden changes to the specifications of subcontract work, so that subcontractors can also pursue work-style reforms.

### **3. Other**

- We have published guidelines to enhance UBE’s social credibility throughout the supply chain, including among business partners.

- In order to end the use of promissory notes, we will work to promote a shift to cash payments and electronic record receivables, including transactions between large corporations.

Established: April 1, 2022

(Updated: April 1, 2025)

(Updated: September 16, 2025)

UBE Corporation

Yuki Nishida, President and Representative Director